

ALTERNATIVE DISPUTE RESOLUTION



ADR = *Time Savings*

Did you know...?

A dispute often can be settled or decided much sooner with ADR; often in a matter of months, even weeks, while bringing a lawsuit to trial can take a year or more.

- Average time spent in mediation 7 hours
- Average staff time saved 88 hours
- Average litigation time saved 6 months

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ADR = *Money Savings*

Did you know...?

When cases are resolved earlier through ADR, the parties may save some of the money they would have spent on attorney fees, court costs, experts' fees, and other litigation expenses.

- Average litigation costs saved \$10,735

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ADR=More Control

Did you know...?

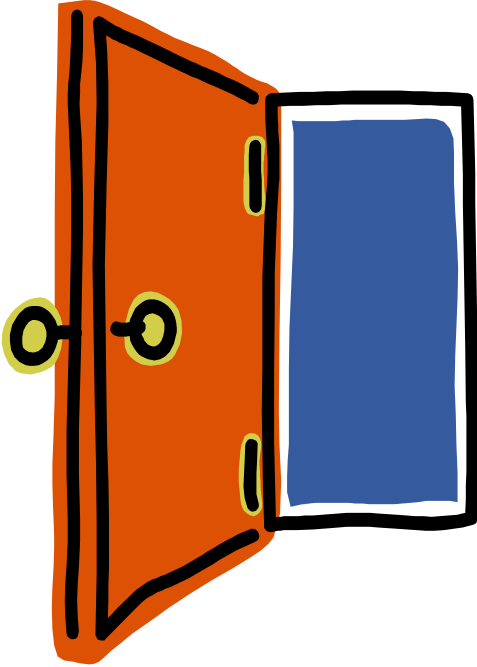
In ADR, parties typically play a greater role in shaping both the process and its outcome. In most ADR processes, parties have more opportunity to tell their side of the story than they do at trial. Some ADR processes, such as mediation, allow the parties to fashion creative resolutions that are not available in a trial. Other ADR processes, such as arbitration, allow the parties to choose an expert in a particular field to decide the dispute.

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ADR = *Accessibility*

Did you know...?

ADR may be requested by either party at any time during the EEO complaint process. Whether it's the informal (Center) or the formal (Agency) stage of the complaint process. Accessing ADR will not jeopardize the right of the aggrieved individual to go forth with the EEO complaint process.

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ADR = *Impartiality*

Did you know...?

The ADR process demands first and foremost that ADR is a neutral process. Third-party neutrality is the cornerstone of any ADR process, and the neutral must be perceived to be fair and impartial. From the time that the mediator or arbitrator is assigned to a dispute, the neutral must exhibit integrity and fairness.

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ADR = *Confidentiality*

Did you know...?

Confidentiality is a critical element of a successful ADR process. It Guarantees a level of confidentiality that allow parties to freely engage in sincere, informal discussions of their interests to reach the best possible settlement of their dispute. ADR is designed to allow parties to speak openly without fear that statements made during an ADR process will be disclosed to others. The ADR process can reduce posturing and destructive dialogue among parties during the resolution process.

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**ADR = Preserving
Relationships**

Did you know...?

ADR can be a less adversarial and hostile way to resolve a dispute. For example, an experienced mediator can help the parties effectively communicate their needs and point of view to the other side. This can be an important advantage where the parties have a relationship to preserve.

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Did you know...?

ADR is more than conflict management it is a resource that has a wide variety of positive effects:

- **ADR** = *Time Savings*
- **ADR** = *Money Savings*
- **ADR** = *More Control*
- **ADR** = *Accessibility*
- **ADR** = *Impartiality*
- **ADR** = *Confidentiality*
- **ADR** = *Preserving Relationships*

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